

**UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF TEXAS  
Dallas Division**

CHARLENE CARTER,  Plaintiff,  v.  SOUTHWEST AIRLINES CO., AND TRANSPORT WORKERS UNION OF AMERICA, LOCAL 556,  Defendants.	Civil Case No. 3:17-cv-02278-X
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**[Proposed] Order on Plaintiff Charlene Carter’s Motion *in Limine***

The Court, having considered Plaintiff Charlene Carter’s Motion *in Limine*, hereby rules as follows:

Carter’s motion to preclude evidence regarding arbitration proceedings (¶1):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence suggesting that Carter’s Facebook messages to President Stone or her public complaints were not protected Activity (¶2):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence that she “participated in the Women’s March” (¶3):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence regarding picture of t-shirt (¶4):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence that Carter called Local 556 President Audrey Stone a “murderer” (¶5):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence that Carter referred to Local 556 or any of its officials or members as a “criminal” or “crook” (¶6):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence that Carter

“threatened” President Audrey Stone (§7):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence that Carter wrote a Facebook message stating “#Democrats – This is what you support...” (§8):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence regarding Southwest managers’ subjective views regarding Abortion (§9):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence regarding Carter’s lack of subject evidence regarding Southwest managers’ private discriminatory intent (§10):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence that Carter believed President Stone tried to get her fired only because she was an objector (§11):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence regarding Local 556’s representation of Carter after President Stone reported her to Southwest for discipline (§12):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence presented by Local 556 regarding an undue hardship defense (§13):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence about whether Carter requested a religious accommodation (§14):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence that Southwest fired Carter for “the manner of communications, insults, threats, and graphic images” (§15):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence that Carter could engage in her religious observances, beliefs, and practices without violating Southwest’s social media policies (§16):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter’s motion to preclude evidence that Southwest had no actual knowledge that Carter was religious or that her actions or statements were based on her religious belief (§17):                      Granted: \_\_\_\_                      Denied: \_\_\_\_

Carter's motion to preclude evidence that Carter failed to notify Southwest of her religious beliefs "prior to violating the [social media] policy" (§18):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude evidence regarding Southwest offering or Carter declining reinstatement as part of Southwest's "Last Chance Agreement" (§19):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude evidence regarding any person's specific support for Hillary Clinton or Donald Trump (§20):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude evidence regarding Southwest's July 9, 2020 Motion and Request for Sanctions (§21):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude evidence regarding settlement negotiations (§22):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude evidence that Plaintiff asserted privilege claims (§23):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude attempts to elicit testimony from Plaintiff about communications with her lawyers (§24):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude attempts to request Plaintiff's counsel to produce documents, to stipulate to any fact, or to make any agreement in the presence of the jury (§25):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude statements of law before the Court rules on the law applicable to the case (§26):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude evidence that Defendants were, or were not insured (§27):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude evidence of Defendants' financial adversity or Plaintiff's financial prosperity (§28):

Granted: \_\_\_\_\_ Denied: \_\_\_\_\_

Carter's motion to preclude evidence

that Plaintiff received contributions from family, friends, or her husband (§29):

Granted: \_\_\_\_

Denied: \_\_\_\_

Carter's motion to preclude references to collateral sources of employee benefits (§30):

Granted: \_\_\_\_

Denied: \_\_\_\_

Carter's motion to preclude evidence that any recovery by Plaintiff either would or would not be subject to federal income taxation or any other form of taxation (§31):

Granted: \_\_\_\_

Denied: \_\_\_\_

Carter's motion to preclude evidence that Plaintiff filed this Motion in Limine or that the Court ruled in response (§32):

Granted: \_\_\_\_

Denied: \_\_\_\_

SIGNED on \_\_\_\_\_, 2022.

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Brantley Starr  
United States District Judge